HUMAN RESOURCES BULLETIN

Promotion Criteria for Scientist Positions

August 2001

As part of the promotion re design process, the Center committed to development promotion criteria for each skill grade as appropriate. The primary objective of this activity was to provide employees with clear and concise information on what is expected for promotion to the next higher grade level. In addition, supervisors and standing panels would have a tool that would provide consistent criteria to be used in determining an employee's readiness for promotion.

Eight teams were established to develop promotion criteria for the following skill groups: Scientists (grades 12-15), Engineers (grades 7-15), Project Management (grades 13-15), Technicians (grades 3-12), Professional Administrative (grades 5-14), Paraprofessional (grades 5-8), Secretarial (grades 3-9) and Wage Grade (grades 10-12). The teams were instructed to adapt/redefine the existing Senior Promotion Criteria as appropriate, to determine what grades needed specific criteria and to develop examples.

The promotion criteria for scientists were provided to the Goddard Senior Fellows, the Executive Council, and the Diversity Council for their review, and are now ready for implementation. All employees may view these criteria at the OHR website (http://ohr.gsfc.nasa.gov/career/ SciPromoCriteria.htm) by selecting "Initiatives" and then selecting "Promotion Redesign." In addition, individual copies are being mailed to all scientists in the Space Sciences Directorate and the Earth Sciences Directorate whose positions are either in the Space Sciences Subgroup (NCC 701) or the Earth Sciences Subgroup (NCC 702) of NASA's Aerospace Technology System.

Criteria for the other skill groups continue to be refined to ensure that they are as clear and useful as possible and will be published, as were the scientist criteria, following their review and acceptance by the Executive Council and the Diversity Council.

If you have any questions, please contact the Human Resources Specialist assigned to support your organization. You can find the name of the Human Resources Specialist assigned to support your organization at the OHR website: http:// ohr.gsfc.nasa.gov.